

**PERSON SPECIFICATION**

**Post Title/Grade:** Director of Psychology Service

/ Consultant Clinical Psychologist Band 9

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|  | * **ESSENTIAL** | **DESIRABLE** | **MEASURE** |
| **Experience** | Experience in senior service manager role with responsibility for delivering psychological therapies where duties include:   * Allocation of resources * Development of clinical pathways * Recruitment procedures * Development of staff * Performance and appraisal * Representing the service with external partners or agencies (e.g. Universities) * Complaints & feedback * Clinical Governance   Experience of strategic service development or service transformation work  Extensive relevant experience as a Consultant Clinical Psychologist with substantial experience as a Clinical Psychologist prior to this  Evidence of wider contribution to the profession/health and social care at national level  Extensive experience of multi-agency, multi-professional co-operation | Senior manager experience is in HSCP or NHS setting  Experience of autonomous budget holding  Experience of strategic financial planning and management  Experience working within or managing a range of different psychological specialties and across different settings  Experience of co-producing work with people with lived experience, carers, families and third sector organisations  Record of having publications in peer reviewed journal or equivalent  Experience in distilling expert psychological information into understandable language for use by Communications or Complaints & FeedbackTeams | Application & interview using National Assessors |

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| **Qualifications/ Training** | Undergraduate degree in psychology recognised as conferring eligibility for BPS membership  Post-graduate Doctoral level training in Clinical Psychology (or its equivalent) as accredited by the BPS or the HCPC  Registration with the HCPC  Significant further specialist post-doctoral training, supervision and experience in evidence-based psychological interventions  Formal training in supervision  Evidence of continued professional development as required by the BPS & HCPC | Specific training/ qualifications in management.  Evidence of further accredited/or accreditable training in psychological therapies  Participation in leadership courses | Application & interview using National Assessors |
| **Key Skills/Abilities** | Ability to manage, organise and develop a large service  Leadership abilities including:   * Ability to lead effective teams * Ability to manage conflict while fostering trust and respect * Ability to motivate staff and inspire high performance in individuals and teams * Ability to innovate * Ability to lead organisational change * Ability to lead/contribute to performance management /disciplinary procedures as required * Ability to identify and employ, as appropriate, clinical governance mechanisms for the support and maintenance of clinical practice within all domains of applied psychology within the organisation   Capable of achieving cultural change, including positively influencing this within wider organisational and multi-agency structures  Ability to use information systems to monitor and evaluate services  Ability to work cooperatively with other staff and disciplines  Awareness of and ability to assess risk at clinical, operational & strategic levels  Proven competence in supervising senior staff  Competence in a range of assessment and therapeutic approaches  Competence in conducting audit and research  Capacity to communicate well with a wide variety of individuals and groups  Ability to articulate the value added by psychology services within the context of health & social care systems  Excellent interpersonal skills and evidence of an ability to engage with a wide range of colleagues, both within psychology and out-with the profession  Capacity for self-reflection and ability to use constructively both clinical/managerial supervision and feedback from colleagues  Demonstrate ethics, values and personal qualities / behaviours consistent with the vision, culture and values of NHS Fife | Competency in a range of therapeutic modalities  Able to engage colleagues in care, care pathway & service planning  IT skills that support qualitative or quantitative research.  Highly developed knowledge of health & social care organisations  Ability to engage people with lived experience & carers in service planning | Application & interview using National Assessors |
| **Job-related knowledge** | Highly developed knowledge of relevant psychological assessment theories and treatment approaches  Skills in the use of complex methods of psychological assessment, intervention and management  Familiarity with policy and management requirements in NHS/HSCP  A thorough understanding of issues relevant to the planning and delivery of Psychology services  Good understanding of professional issues and developments  Ability to articulate and interpret clearly the role of the profession based upon good understanding of the framework of governance and national professional policy  Doctoral level knowledge of research design, methodology, and service evaluation & record of encouraging and enabling others to conduct research  Knowledge of policy and legislation and its implications for both clinical practice and professional management in relation to the client group in mental and physical health.  Ability to interpret and articulate clearly the role of applied psychology based upon a good understanding of the framework of national and local policy and strategy within the wider organisational context. | Evidence, either through CPD or clinical work, of developments and drivers in psychology services  Interest in leadership roles within the wider psychology profession | Application & interview using National Assessors |